



WORKING AT HARROW SHANGHAI

FROM AUGUST 2026

APPLICATION PACK

Educational Excellence *for* Life and Leadership

育以至善 • 卓以领航



HARROW
INTERNATIONAL
SCHOOL
哈罗国际学校
SHANGHAI 上海



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Harrow London

Harrow Shanghai



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A Welcome from the Head Master

Welcome to Harrow Shanghai, and thank you for your interest in our school. As we are hoping you can see in the words and pictures in this application pack, and in the links to other documents that we've provided on the TES, we are a warm, wonderful school, working closely with our community to give our children every opportunity we possibly can. Academic outcomes are outstanding; music, art and the dramatic arts are flourishing; and we have a growing sports programme that offers far more than other schools of comparable size.

We are also, though, a small school. We have just shy of 500 children in our community, and we would like to grow. The school has steadily increased in size – we're about 12% larger than we were two years ago in a mature market with some very good local competitors – and we are confident that we will grow further in the coming years.



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A Welcome from the Head Master

Our community is a very committed one. Our parents and families mean a great deal to us, and they are heavily involved in school life. They support us in our work, and have high expectations for their children. We also have high expectations for them, so that works very well!

We are, finally, a British curriculum school in Shanghai, China. Our identity is complicated: we are connected to Harrow School in London, with whom we continue to have very close ties; we are part of the AISL group of premium schools and have close ties to our sister schools; and we are firmly rooted in our time and place. Our children have rich, complex identities too, and we explore these in every way we can. It's a great place to work, and a wonderful community to join: we hope you will agree!

Alex Reed, Head Master

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Our Vision 我们的愿景

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To be a warm and
wonderful school where
children's progress and
attainment is exceptional.
成为一所温暖而美好的学
校，见证学生们的每一次
卓越进步与成就。



2024 A LEVEL RESULTS

哈罗上海 2024 A Level成绩

More A*/A grades than ever!

A*/A 数量创下 **历史新高**

An A*/A average well above that of UK schools

A*/A率远超 英国本土私校



An average A*/A grades in recent 4 years

哈罗上海近4年平均A*/A率

73%

A*
Grade

47%



8%



A*/A
Grade

73%



26%



Harrow Shanghai vs UK average A*/A and A* grades in recent 4 years

哈罗上海 vs 英国本土近4年平均A*/A 及 A*比例

100% A*/A Grade



BIOLOGY
生物



COMPUTER SCIENCE
计算机科学

2 subjects achieved 100% A*/A rate

2门学科A*/A率达100%!

数学

MATHS

物理

PHYSICS

化学

CHEMISTRY

中文

CHINESE

4 subjects achieved nearly 80% A*/A rate

4门学科A*/A率近8成

2024 IGCSE RESULTS

哈罗上海 2024 IGCSE 成绩



A*/A Grade

70%

A* Grade

35%

A*/A
Grade



Harrow Shanghai vs UK average A*/A grades
哈罗上海 vs 英国本土A*/A 比例

100% A*/A Grade



HISTORY
历史



MUSIC
音乐



ART
艺术

3 subjects achieved 100% A*/A rate
3门学科A*/A率达100%!



4 subjects achieved nearly 90% A*/A rate
4门学科A*/A率近9成

Making a Difference: how our teachers make an impact

We care for, challenge and support a very special group of students. On this page you will see four short videos, two each from Haoran, who is now in Year 10, and from Winnie, currently in Year 7. Their words are much more persuasive than mine could be, and every visitor to our school finds that there are children around every corner who will tell you just how much they love the school and its teachers.

Our teachers are, above all, the adults in our children's lives who look after and care for our children. They are class teachers or subject specialists; they are tutors within our robust and connected House system; they are Heads of House, PSHE teachers, residential leaders, counsellors and, simply trusted adults. A Harrow Shanghai teacher makes a huge impact every day because our children know they care.



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Meet Our Teacher



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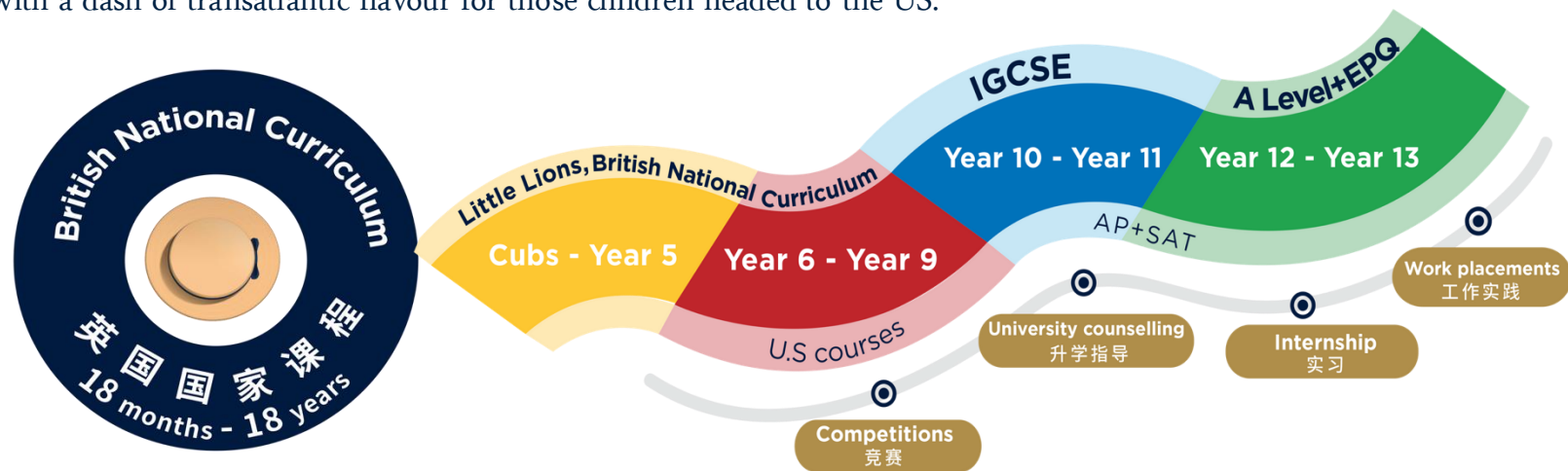
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Making a Difference: how our teachers make an impact

Our teachers are also well-qualified, committed professionals with the experience and both the subject knowledge and the teaching and learning excellence to make an impact on the learning of our young people. We teach the English National Curriculum adapted to the needs of our pupils, in our context, with a dash of transatlantic flavour for those children headed to the US.



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Making a Difference: how our teachers make an impact

Our teachers make a difference every day. Perhaps the best way to demonstrate this is to give you an idea of what life looks at our school for our children. Cast your eyes over the activities: there are teachers involved in every one of them. They organize, support and engage – our teachers have the chance to follow their own enthusiasms, and to encourage the next generation of enthusiasts.



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Academic Competitions



Harrow Potter Book Week

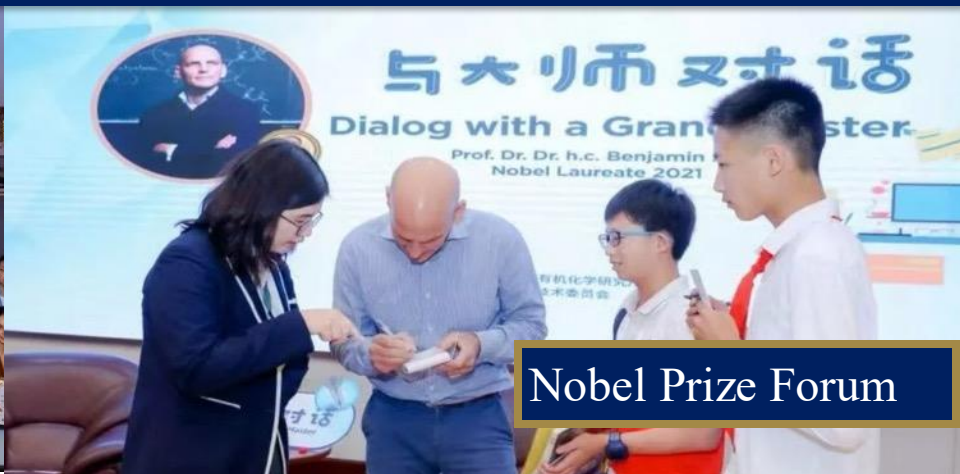


Academic Activities 学术类活动

DOE Award



与大师对话 Dialog with a Grand Master



Nobel Prize Forum



Art



Community Performance

Performing Arts 音乐艺术表演



Drama



Music

Making a Difference: who we are looking for



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We don't have a fixed picture of a Harrow Shanghai teacher. We are looking for people who will be energetic, curious, visible and committed to developing our whole community. We are also looking for people who wants to learn about our families and are keen to form strong relationships with them.

Skills are likely to include:

- Strong verbal and written communication skills
- A range of well-developed collaborative skills
- Adaptable pastoral skills
- A good understanding of how schools work
- An ability to manage competing demands
- Good organizational skills

Qualifications and experience are likely to include:

- A good first degree, a PGCE or equivalent, and, for leadership positions, a higher level degree (not necessarily in education)
- Significant experience in a good school
- Evidence of both curriculum and pastoral interest and excellence
- Substantial teaching in an English curriculum school

Personal qualities will include:

- Warmth and an ability to convey care and love
- Curiosity, openness and a sense of wonder
- A very well-developed sense of perspective (and humour)
- Resilience and adaptability
- High levels of empathy
- Cultural responsiveness and interest

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Professional Growth at Harrow Shanghai

A good teacher is always learning, and Harrow Shanghai offers our staff the full range of opportunities to develop their skills and careers. As part of the AISL Harrow group of schools, we also benefit from the AISL Academy who, in partnership with the Institute of Education in London, support staff with accredited courses and a wide selection of high-quality online courses.



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Opportunities include:

- NPQs, IPCSL and NPQH in partnership with the Institute of Education
- AISL Academy access
- Professional Learning Groups in school
- Weekly in-house training in a wide range of areas
- Attendance at leading educational conferences through our membership of FOBISIA and ACAMIS

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Our Community: our school

The Harrow Shanghai community is a close one. Around 500 children from about 350 families come to us from the four corners of Shanghai. They are generally academically able; most children learned English as a second or even third language, though are mostly very capable indeed (English scores are well above UK averages at all levels); and have a wide range of cultural backgrounds, though most have a Chinese cultural heritage.

Families have high expectations but are very supportive and committed to the school. We are an exceptionally open community, believing that relationships are the core of everything in life, and so we develop strong connections to our families through communications and events that draw parents, grandparents and wider families into our school.

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Our Community: Shanghai

Shanghai is an exciting, rapidly changing and developing city. It is a city that doesn't sleep and it will not be long before you see for yourself the strong work ethic of the Shanghainese. Shops close later and working hours of surgeries and other services are longer than you would find in many places. The city is future-orientated, international and open-minded, and this makes it a fantastic and vibrant place to live.

The Huangpu River divides the city into two parts. These are called Pudong and Puxi. Pudong is to the east of the river ("dong" means east in Mandarin) and Puxi is to the west ("xi" means west). The Bund looks across the Huangpu River from Puxi to the gleaming, high-rise towers of Lujiazui in Pudong, the city's commercial centre. Harrow Shanghai is in Waigaoqiao, conveniently close to Pudong International Airport (PVG, 30 minutes), Disney World (30 minutes), Lujiazui (30 minutes) and other attractive areas.

Our teachers can choose where to live: most choose the open, leafy and family-friendly area of Waigaoqiao, which is where you will find the school. But others choose to live in Lujiazui, Huangpu, Jing'an and Xuhui, in the heart of the city.



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Our Community: Shanghai

Travelling around the city is very cheap. A metro journey of an hour will cost 5RMB (approximately 50 pence) and a taxi ride to the airport will cost between 120 and 200 RMB. To make life even easier, there is also Didi (similar to Uber) and this is hugely cheaper than in the UK.

Shopping in Shanghai is something else. It includes the street markets selling tourist souvenirs and antiques, all the way to Louis Vuitton, Chanel and Hermes. Uniqlo, Muji and IKEA are also in everywhere. Most staff do their grocery shopping online. 'Epermarket' is very reliable and is a well-stocked grocery delivery services. Delivery is very cheap, if not free, when you spend over a certain threshold, and the variety of stock on offer is impressive.

The Chinese have really taken to shopping online, and Shanghai is home to the biggest online store in the world, Taobao. Think of eBay and Amazon on steroids and you are on the right lines. For the most part, Shanghai is a cash-free city where you pay for most day-to-day goods using a WeChat or AliPay app on your mobile phone. WeChat is similar to WhatsApp – only you can run your entire life through it!



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Our Benefits

Competitive Remuneration

- **Academic Staff:** Salary scales based on role and experience and Annual Performance Bonus
- **Non-Academic Staff:** Role-benchmarked base salary and Annual Performance Bonus

Generous Time Off

- **Academic Staff:** standard school holidays
- **Non-Academic Staff:** 15–20 days of annual leave (increases with length of service)

All Staff: entitled to all Chinese public holidays



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Our Benefits

Medical & Wellbeing

- Academic Staff: comprehensive medical insurance for employees and dependents
- Non-Academic Staff: supplementary medical insurance upon successful completion of probation

Career Growth

- Comprehensive Continuing Professional Development (CPD) plan and study sponsorship opportunities
- Leadership development pathways across our 12-school Asia network



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Our Benefits

Expatriate Package

- Housing allowance
- Relocation and repatriation flights for employee and eligible family members
- Annual flights for employee and eligible family members
- Relocation and repatriation allowance
- Settling-in support
- Full visa sponsorship
- 100% tuition remission for up to two dependent children enrolled in the School;
- 50% remission from the third child onward.



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How to Apply

If you are interested in finding out more about us, or working for Harrow Shanghai, the process is straightforward.

If a position has been advertised on the T.E.S. (which is where we post all of our positions), please follow the links to our recruitment portal. You are welcome to visit the portal at any time, of course, and to apply for any positions we have available:

[https://career.aisl-edu.com/home/school?n=Harrow Shanghai](https://career.aisl-edu.com/home/school?n=Harrow%20Shanghai)

For more information about the school, please visit our website: <https://www.harrowshanghai.cn>

The next steps after this will depend on the candidate, but will include conversations with senior staff other leaders at the school.

Harrow Shanghai takes its safeguarding and child protection responsibilities seriously. All adults in the School community are required to undertake a full safeguarding process, including social media checks. Please see the school website for our [Safeguarding policy](#).



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